

Ministry of Labour & Employment

The Monthly Progress Report on important Issues / Developments for the month of December, 2020 is as under:

1. Labour Law Reforms:

(i) Labour Codes: As a part of legislative reforms, codification of existing Central Labour Laws into 4 Codes as per the recommendations of the 2nd National Commission on Labour is in process. The details are given below briefly:

- **The code on wages, 2019:** The code on wages, 2019 Has been notified on 08.08.2019. The draft Code on wages (Central) Rules, 2020 was pre-published for comments of all the Stakeholders on 07.07.2020 for a period of 45 days. Now, after considering the comments/ Suggestions as received from the stakeholders, the Code on wages (Central) Rules,2020 have been finalized in consultations with Ministry of Law and Justice.
- A tripartite consultation meeting on the rules with trade unions and employers association was held on 24.12.2020.
- In the meanwhile, the provisions of the code on wages, 2019, relating to Central Advisory Board, have been brought in to force vide Gazette notification dated 18.12.2020.
- **The code on occupational Safety Health & working Conditions:** The Code on Occupational Safety Health & Working Conditions, 2020 was notified on 28.9.2020. The draft rules under the occupational Safety Health & working Conditions Code, 2020 have been pre- published in the Official Gazette and placed on website of the Ministry on 19/11/2020 for public consultation for a period of 45 days which has ended on 04.01.2021. Now the rules are being finalized.
- **The Code on Industrial Relations:** The Code on Industrial Relations, 2020 was notified on 28.09.2020. The draft Rules under the Industrial Relations Code, 2020 were published in the Official Gazette and placed on website of the ministry on 29.10.2020 for public consultation. A tripartite consultation meeting on the rules with trade unions and employers association was held on 24.12.2020. The comments received have been examined and are being sent for vetting to the ministry of Law and Justice.

- Further, the Model Standing Orders for manufacturing, mines and service sectors have been formulated under service section 29 of the IR Code. These have been published in the official gazette for stakeholder consultation.
- **The Code on Social Security:** The Code on Social Security, 2020 was notified on 28.09.2020. The draft rules under the Code on Social Security, 2020 were published in the Official Gazette and placed on website of the Ministry on 13.11.2020 for public consultation for a period of 45 days which has ended on 28.12.2020. Now the rules are being finalized.
- A committee under the chairmanship of Secretary, Labour & Employment has been constituted to operationalize the system of gig and platform workers as required under the Code on Social Security.

(ii) Governance Reforms: Shram Suvidha Portal

- **Progress under Shramev Jayate Programme launched by Hon'ble Prime Minister:** Under the Shram Suvidha Portal, launched on 16.10.2014, the computerized status of inspections/Establishments as on 08.01.2021 indicates that **31,07,796** Labour Identification Number (LIN) have been generated and inspection report in respect of 5,79,962 cases have been uploaded on the Portal.

2. Employees Provident Fund Organization (EPFO):

- i. **Atma Nirbhar Bharat Rozgar Yojana (ABRY).** To boost employment generation and to minimize socio-economic impact of COVID-19 pandemic, Ministry of Labour & Employment on 30.12.2020 notified EPFO-linked Atma Nirbhar Bharat Rozgar Yojana (ABRY). For this purpose, Government has approved an expenditure of Rs. 1,584 crore for the current financial year and Rs. 22,810 crore for the entire Scheme period i.e. 2020-2023. ABRY will give employment creation incentive to those establishments which are covered under the ambit of EPF&MP Act. The scheme will be made electronically operational by the EPFO for upfront credit of both the shares of contributions by the Government in Aadhaar seeded Universal Account Number (UAN) of new eligible employees. The Atma Nirbhar Bharat Rozgar Yojana (ABRY) will help in formalization of informal employment and create new employment opportunities during COVID-19 recovery phase. The scheme is likely to benefit 58.5 lakh new employees who will get employment.
- ii. **Consistently high rate of return to P.F. Subscribers-**The Central Board, EPF in its 227th meeting held on 9th September, 2020 recommended rate of interest @ 8.50% to the Central Govt. The Central Govt. has ratified the rate of interest on EPF accumulations for the financial year 2019-20 at 8.50% as per the recommendations of the Central Board.

- iii. **Pension disbursement during COVID-19 pandemic-** EPFO ensured that pensioners under the Employees' Pension Scheme (EPS) 1995, which include mostly senior citizens, women, children and orphans, receive regular monthly income during the ongoing pandemic. In the month of December, 2020, EPFO released Rs 1088.05 crores as monthly pension to EPS pensioners. 42,651 new pensioners were also added in the month of December, 2020. EPFO is ensuring credit of monthly pension on schedule so that 68 lakh pensioners under EPS 1995 are not financially inconvenienced during the COVID-19 pandemic. Under the recently launched Prayas initiative, field offices of EPFO are handing over PPOs to many members of EPS 1995 on the day of superannuation.
- iv. **Webinar for newly registered employers by PDNASS-** PDNASS conducted the first webinar of the series of webinars planned for newly registered employers titled "Onboarding to EPFO simplified" on 23rd December 2020. The free webinar was designed to help the newly registered employers gain familiarity with IT tools and processes for filing of returns. It also aimed at creating awareness about employee related services. This webinar was conducted for the establishments under five Zonal Offices of Southern India. A total of 519 employers participated in the 1hr 45min long webinar. The attendees were also provided with information booklets for both employers and their employees to further facilitate their onboarding to EPFO. In the post webinar anonymous survey, 84% of the attendees found the webinar useful.
- v. **Settlement of claims by EPFO offices-** Since the introduction of provision for special withdrawal from EPF as a part of PMGKY Scheme, EPFO offices across the country have settled 56.79 lakh COVID-19 advance claims till 31.12.2020, disbursing an amount of Rs. 14,310.21 crores to claimants. Since 01.04.20, 197.91 lakh final settlement, death, insurance and advance claims have been settled by EPFO offices till 31.12.2020 disbursing an amount of Rs. 73,288 crores to PF members. Exempted establishments have also played an important role and have settled 4,19,762 COVID-19 advance claims disbursing an amount of Rs. 3983.09 crores to their members till 31.12.2020.
- vi. **KYC updation of subscribers-**To extend the availability and reach of online services, which have become crucial in the wake of the COVID-19 pandemic, EPFO is paying special attention to know your customer (KYC) updation of its subscribers. Since 01.04.2020, EPFO offices have ensured Aadhaar seeding for 123 lakh subscribers, mobile seeding (UAN activation) for 77 lakh subscribers and bank account seeding for 68.27 lakh subscribers till 31.12.20. In order to balance the need to ensure safety of its staff by maintaining social distancing in office during the lockdown on one hand and to facilitate KYC updation for the subscribers on the other hand, EPFO adopted twin strategy of Work from Home and simplification of KYC updation process. It has helped EPFO in improving its service delivery, both quantitatively and qualitatively, by cutting down time for claim settlement, EPF advances, PF transfer and pension processing. Since the lockdown, EPFO offices have also organized 11,550 webinars with 1,02,015 stakeholders, disseminating crucial information about various initiatives for providing Nirbadh services to its stakeholders.

- vii. **Encouraging trends from payroll data-** The provisional payroll data of EPFO has been released on 20th December, 2020. It reveals that EPFO has added 11.55 lakh net subscribers in the month of October, 2020. Despite the COVID-19 pandemic, EPFO has added around 39.33 lakh subscribers during the current financial year (from April to October, 2020).

3.Actions/key initiatives taken by Employees State Insurance Corporation (ESIC):

- i. Process for Secure IP login www.esic.in has been made secured and the Insured Persons can login into the information site securely.
- ii. Atal Beemit Vyakit Kalyan Yojana claim creation portal has been made more user friendly accessible and the need of physical submission of document has been dispensed with.
- iii. Orientation work shop on PMJAY & ESIC Convergence
- iv. Measures taken for starting of Covid-19 Vaccination drive in ESIC Hospitals and Dispensaries
- v. Instructions issued to all ESIC/ESIS Institutions for procurement of all CPSU drugs, exclusively from CPSU Firms under Pharmaceutical Purchase Policy through GeM Portal only, till 31.03.2021
- vi. Mandatory completion of all GeM procurement related procedures. A letter No. U-16/30/744/2020-PC (payment-Volumetric Infusion pump)(808)/02 dated 23.12.2020 was issued
- vii. Custom bidding on GeM and other recent developments in GeM pertaining to modalities in respect of procurement of Equipment. The outcome decision held with GeM authorities pertaining to modalities in respect of procurement of Equipment were issued vide this office letter No. Pt. U-16/30/515/214-PC/ATR dated 10.12.2020
- viii. Procurement of super specialty Equipment by Medical Superintendents/Deans of respective ESIC Hospital & Medical College which was approved in the 220th meeting of Standing Committee of ESI Corporation held on 26.11.2020. A letter No. U-16/30/690/2019-PC/GeM procurement/Sec. Care equip (752) dated 28.12.2020 was issued
- ix. Following online training have been conducted by NTA-ESIC:

S. No.	Date	Name of Training
01.	01.12.2020	VC on "Attention deficit in children"
02.	02.12.2020	VC on "Occupational Therapy"
03.	15.12.2020	VC on "Management of common poisoning cases in casualty"
04.	16.12.2020	VC on "De-addiction from substance abuse"
05.	17.12.2020	VC on "Latest update on Thalassemia"
06.	29.12.2020	VC on "Don't worry, be happy"

- x. Following number of grievances are redressed and pending at CPGRAM.
 - a) No. of public grievances redressed during the month :719

b) No. of public grievances pending at the end of the month: 217

4. Consumer Price Index:

All India Consumer Price Index Number for Industrial Workers (CPI-IW) with base year 2016=100 for the month of November, 2020 increased by 0.4 points and stood at 119.9 (One hundred and Nineteen point nine). The inflation based on CPI-IW stood at 5.27 per cent for November, 2020 as compared to 5.91 per cent for the previous month and 8.61 percent during the corresponding month of the previous year.

5. Matters relating to SFC / EFC:

Nil

6. Transaction of Business Rules:

There was no departure from the Transaction of Business Rules.

7. Important matters held up on account of prolonged inter-ministerial consultations:

Nil.

8. Number of cases of „sanction for prosecution“ pending for more than 3 months:

Nil.

9. Particulars of cases in which there has been a departure from the Transaction of Business Rules or established policy of the Government:

Nil.

10. Status of Public Grievances:

Number of Public Grievances redressed during the month	Number of Public Grievances disposed in the month
5177	5688